



What are the Employee Incentive and Governor's Efficiency Award programs?

The Employee Incentive Award Program provides a cash incentive for state employees to submit suggestions for improved government services, cost reductions through increased efficiencies or other savings in the operations of state government. The EIAP program provides the basis for the Governor's Efficiency Award Program.

Is EIAP a new program?

No, but it is a new day for it! The EIAP was established in 1981 to help reduce the costs and improve the effectiveness of state government operations. The EIAP has undergone several metamorphoses from its inception some twenty years ago. Now each agency administers its own program. Using the guidelines in Montana law, agency heads may recognize innovations and grant incentive awards.

Do you have a great idea? We want to hear it!

How do I submit a suggestion or idea?

Submit your ideas to the office of the Lieutenant Governor's using the [Employee Incentive Award Program Suggestion](#) form available on the MINE website or from your agency's Human Resource office. Your agency will evaluate the submitted suggestions using the guidelines set for the Employee Incentive Award Program to determine if the suggestion has merit and should be implemented, as well as estimate the cost savings. Submit ideas as often as you like.



Is it worth my time to submit an idea?

Absolutely! During the 2001-2002 biennium, two agencies presented 8 awards to 23 recipients for individual and team efforts. In that biennium the cash awards exceeded \$10,000. Over \$111,000 has been awarded since 1995.

Does EIAP really make a difference?

You bet! During the 2001-2002 biennium, participating agencies documented over \$500,000 in cash savings. Agencies also implemented ideas where the actual amount of the savings could not be precisely calculated. The implementing agency, other agencies, customers or any combination of the three realized the benefits of these savings. Since 1995, state government employees have saved over \$2,000,000.

Where do I get more info?

For questions relating to program guidelines, contact the State Personnel Division in the Department of Administration, (406) 444-3871. For SABHRS related questions, contact central payroll in the State Personnel Division at (406) 444-5215.

What's in it for me?

Cash and recognition!

There are two categories for EIAP;

Operational Improvements: For operational improvements the award is \$500 or 40 hours of paid leave.

Cost Savings Suggestions: A cost savings award will be paid at 10% of the first \$100,000 plus 2% of the next \$100,000 of actual cost savings, up to a maximum of \$17,000. If the cost savings can be immediately calculated, the award can be made immediately.

If the cost savings cannot be calculated until after the suggestion is implemented, agencies will document the actual savings for the 12 months following implementation of the idea.

Monthly, or as often as appropriate, each agency's director will forward their nominations to the Governor's office to be considered for the Governor's Efficiency Award. Those honored with the Governor's Efficiency Award will receive a palladium medal presented by the Governor.



State of Montana

Governor's Efficiency Award and the Employee Incentive Award Program



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